

# Dept. of Human Services Facts – FY '12

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## General Information

**Address:** Hoover Building  
1305 East Walnut Street  
Des Moines, IA 50319

## Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 5,110	# PT EEs: 19	# Temporary EEs: 80	Average Length of Service: 13.13
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Span of Control: 10.69	Total Unemployment Insurance Claims: 141
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	115	45-54	1,706	<25	1	45-54	177	# of Females:	3,721	# of Males:	1,389
25-34	903	55-64	1,107	25-34	47	55-64	136	% of WF:	72.82%	% of WF:	27.18%
35-44	1,224	65+	55	35-44	110	65+	7	Average Age:	45.64	Average Age:	46.51
Employee Average Age: 45.87				Supervisor Average Age: 48.72				Average Length of Service: 13.27		Average Length of Service: 12.76	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	303	# of Non-minorities:	4,619	# African-American:	121	# of "did not respond":	188
% of Workforce:	5.93%	% of Workforce:	90.39%	# Asian:	67	% of Workforce:	3.68%
Average Age:	43.23	Average Age:	46.10	# American Indian:	23	Average Age:	44.67
Average Length of Service:	10.21	Average Length of Service:	13.58	# Hispanic or Latino:	92	Average Length of Service:	6.87

Persons With Disabilities		Persons With Non-Disabilities		Did Not Respond	
# of Persons With Disabilities:	153	# of Persons With Non-Disabilities:	4,534	# of "did not respond":	423
% of Workforce:	2.99%	% of Workforce:	88.73%	% of Workforce:	8.28%
Average Age:	51.95	Average Age:	45.33	Average Age:	49.47
Average Length of Service:	19.30	Average Length of Service:	12.57	Average Length of Service:	16.94

Officials/Administrators EEO Category 1: 306	Professionals EEO Category 2: 1,803	Technicians EEO Category 3: 865	Protective Service: Sworn EEO Category 4: 223
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 516	Skilled Craft EEO Category 7: 114	Service/Maintenance EEO Category 8: 1,283

Separation Rate: 7.10%	Hire Rate: 6.41%	Number Hires: 317	Transfer In: 11
Retirements: 72	All Terminations: 111	Voluntary Quits: 163	Transfer Out: 17

# of Classes Used: 206	Most Populous Classes: Resident Treatment Worker (964), Income Maintenance Worker 2 (625), Social Worker 2 (524)		
Separations - By Class:	Resident Treatment Worker (111), Income Maintenance Worker 2 (28), Social Worker 2 (24)		
# Eligible for Retirement:	40 Protect Serv 1,151 General - in next 5 years	% Eligible (Protective Serv): 17.94% % Eligible (General): 23.55%	

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$1,620,030.72	Sick Leave Payouts: \$123,434.00	Annual Payroll: \$276,124,088.98	Avg. Base Salary: \$50,740.41	Overtime Days Worked: 27,126.7
Overtime Cost: \$7,154,439.24	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$20,530,924.39	Vacation Days Earned: 102,245.5	Vacation Used Expense: \$19,702,260.49	Vacation Days Taken: 98,668.3	
Sick Leave Days Earned: 77,965.2	Reg. Sick Leave Used Expense: \$9,082,924.43	Reg. Sick Leave Days Used: 48,704.4	Converted Sick Leave To Vacation Days Used: 4,528.0	
Sick Leave -Earned Value: \$14,374,281.08		Avg. Sick Leave Days Per EE: 9.53	Converted Sick Leave To Vacation Used Expense: \$993,532.74	
Injury Leave Used Expense: \$64,129.82	Injury Leave Days Used: 356.2	Classification Appeals: 0	<b>Reclassifications</b> Up (Filled): 18 Up (Vacant): 10 Down (Filled): 15 Down (Vacant): 9 Lateral (Filled): 7 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$47,542.61	<b>Grievances</b> Contract Grievances: 173 Disciplinary: 114 Language: 59 Non-Contract Grievances: 11 Disciplinary: 8 Language: 3 Arbitrations: 0
Funeral Leave Used Expense: \$141,186.14	Funeral Days Used: 725.3	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$21,494.05	Jury Leave Days Used: 108.2	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012